CD Technical Employee Credentialing Update

Below is an email that was sent on May 3, 2006 by Ray Ledgerwood

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Sent: Wednesday, May 03, 2006 1:42 PM
To: 'George Boggs'; 'Rich Baden'; 'Holtrop, Joe - Port Angeles, WA'; 'Crose, Harold - Ephrata, WA'
Cc: Trefry, Stu (ECY); Clark, Mark (ECY WCC); 'Rouse, Gerald - Spokane, WA'; 'Easter, Frank - Spokane, WA'
Subject: CD Technical Employee Credentialing Update

Greetings along with an apology for a belated update on our CD Technical Employee Credentialing activities:

- At the March WSCC meeting the WSCC members supporting the continuation of the inventory by district of the technical employees existing experience and completed training and the identification of training needs in order to develop joint training opportunities with WADE and NRCS to meet identified needs.
- The WSCC members stopped short of endorsing any particular option for credentialing at the present time.
- Jerry Rouse completed work on a pilot data management and reporting system that harvests data from the EXCEL spreadsheets into an ACCESS data set – many thanks Jerry – we will need Jerry's assistance with formatting the summary reports best needed for developing training strategies
- WACD President Fred Colvin has asked the WACD Area Directors to make personal calls to districts that have not yet completed the inventory with a request to do so. The emphasis is on the continued development of technical employees, demonstration of current technical capabilities with an additional benefit of Technical Service Provider activities with NRCS.
- WACD Executive Director John Larson has been receiving calls and emails for follow-up to the WACD requests and we received the first completed inventory from Asotin County CD this morning.
- 14 summary files are available for the 15 districts responding to date.

Attached are the inventory forms we are using in the follow-up effort and the options paper that was presented to the WSCC. Please call my cell or email with any questions or needs.

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Options Paper for State Conservation Leaders

Conservation District Technical Employee Technical Credentialing and Training Needs

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As you are aware, a team of NRCS, Commission and District folks have been working on the issue of Technical Credentialing and Training. We are at a crossroads and need your direction as to which path to go down. We ask through this options paper for your guidance regarding what option or options we should continue to work. The Team has been operating on shared appreciation for the need for credentialing and training to maintain an effective, accountable, professional workforce. While this seems to be shared by the leadership, the mechanisms as to how this is to be achieved and the appropriate roles of the conservation partners are unclear to us. There are too many possibilities for us to explore. We are hoping that you will narrow things down not only to make our work easier but to ensure we deliver the best possible solution.

Overall Goal: The overall effort is aimed at continuing our statewide development of a qualified, trained, capable, and effective conservation district workforce.

Guiding Principles: The following are offered as guiding principles based on identified needs for a system to meet District Technical Employee Credentialing and Training Needs.

- Districts need competent folks to provide technical assistance in order to avoid liability and deliver solutions and tools for land managers.
- WACD needs to have confidence in the technical capabilities of districts throughout the state as they propose/respond to legislative initiatives where districts are identified as applying NRCS standards/planning process as solutions to resource concerns.
- Commission needs confidence that taxpayer money is being well spent (practices being installed meet certain, e.g. NRCS standards and specifications).
- Employees need some sort of credentialing to recognize their knowledge, training, experience (competency).
- NRCS DCs could not certify employees as to subject matter competency but were in position to provide district managers/supervisors with feedback on how competently employees performed in specific instances.
- WADE training should be utilized to advance employee competency.
- Funding coming through the Commission should include a spot check system for installed practices to ensure that they are put in to NRCS spec.
- Other agencies Federal, State & local need to know that competent employees are developing and/or implementing practices to NRCS standards if those standards are being preferred as Best Available Science.
- District Boards & managers have varying degrees of competency which makes it very difficult to assess employee ability to do the work in many instances.
- Commission policy as to ensuring practices installed as to NRCS spec will not change.
- State Leaders are looking forward to the survey results with a note that participation (responses) will perhaps be as telling as content.

Options for State Leader's Consideration:

1. Take no further action
2. Complete the training/experience inventory – work on training opportunities identified
3. Complete #2 and include the development of a method for "district credentialing" of employees meeting the NRCS criteria for a practice – ask WSCC to be a repository of records submitted by the districts
4. Complete #2 & #3 and include a request to WSCC to take the lead role in certifying district employees, determining accuracy of the documentation, quality.
5. Complete #2 & #3 & #4 plus add a requirement by WSCC that a District (individually or by MOU with sister cluster district) demonstrate proficiency in a specified suite of

skills deemed fundamental to deliver a program for which it had received State funding. Examples include CREP, Livestock & Irrigation Efficiencies.

Additional Information on Options:

1. **Take no further action**
   No additional information needed
2. **Complete the training/experience inventory – work on training opportunities identified**
   This option would be to work with the WACD to finish work on the training/experience inventory for Conservation District technical employees, then utilize the inventory to work with NRCS and partner organizations to develop and/or make available training opportunities only.
3. **Complete #2 and include the development of a method for "district credentialing" of employees meeting the NRCS criteria for a practice – ask WSCC to be a repository of records submitted by the districts**
   This option would include the completion of the training/experience inventory, make available and/or organize training opportunities related to needs, and would also include the development and coordination of a "district credentialing" system utilizing the existing NRCS criteria for planning and implementing conservation practices. WSCC would be asked to provide staff support to receive and record these "district credentialing" submittals.

   Associated issues with this option would be the WSCC role and workload, confidentiality of the records, utilization of the NRCS TSP self certification, use of third party associations that have agreement with NRCS.
4. **Complete #2 & #3 and include a request to WSCC to take the lead role in "credentialing district employees, determining accuracy of the documentation, quality.**
   This option would include the items listed in options #2 and #3 with a request for WSCC staff time to run a credentialing system including determining accuracy of the documentation, quality of information submitted. This also could include unique program elements that could differ from the NRCS protocol.

   Associated issues with this option would be those listed in option #3; plus whether or not the WSCC should identify "minimum" skills or competency levels for employees who are funded by Commission grants (e.g. CREP, Irrigation Efficiency, Livestock), input from some district employees that the NRCS system was very complex and difficult to implement and so, is likely to be something beyond the ability of Districts/Commission to utilize as is, and the need for a credentialing system that is less exacting /exhaustive.
5. **Complete #2 & #3 & #4 plus add a requirement by WSCC that a District (individually or by MOU with sister cluster district) demonstrate proficiency in a specified suite of skills deemed fundamental to deliver a program for which it had received State funding. Examples include CREP, Livestock & Irrigation Efficiencies.**
   This option includes all but #1 listed above plus a WSCC **requirement** that a district (individually or with another district) demonstrate proficiency in a specified suite of skills deemed fundamental to deliver a program for which it had received State funding.

   Associated issues with this option would be those listed in option #4 plus the WSCC workload and staff needs to create/manage system and required utilization, and the issue of cluster "mentors" who can observe employees performance, provide feedback as to competency or ensure adequacy of work product by providing final check-off.

Work Team Members: Rich Baden, Joe Holtrop, George Boggs, Harold Crose, Frank Easter, Ray Ledgerwood

Washington State Conservation District Employees Technical Experience and Training Needs Inventory

Instructions:
Column A - NRCS Practice Code - Listing of NRCS Codes
Column B - Listing of Non-engineering practices.
Column C - Column to indicate that technical credentialing is needed for position - write YES in column only on those practices needing credentialing (Leave blank for NO)
Column D - Yes response in this column indicates the employee has existing training, experience and/or skills with a practice that has been selected (Leave blank for NO)
Column E - Listing of existing training, experience and/or skills directly related to this practice
Column F - Refer to criteria in attachment 1 to determine what training and/or field verification must be completed before credentialing and/or TSP eligibility can be granted

District Employee & Position _____ **Conservation District** _____

NRCS PRACTICE CODE	NON-ENGINEERING PRACTICE	TSP ELIGIBILITY and/or DISTRICT PRACTICE CREDENTIALING NEEDED (yes or blank for no)	EMPLOYEE HAS EXISTING TRAINING, EXPERIENCE AND/OR SKILLS (yes or blank for no)	LIST EXISTING TRAINING, EXPERIENCE AND/OR SKILLS (list)	LIST TRAINING and/or FIELD VERIFICATION NEEDED FOR DISTRICT CREDENTIALING AND/OR TSP ELIGIBILITY (see attachment 1 as a reference to determine additional training needed)
Agronomy					
391	EXAMPLE Riparian Forest Buffer	yes	yes	Conservation Planning NRCS Training Modules 1-5: Completed. Forestry Education: BS in Forestry plus 2 years experience and knowledge in planning, design, layout, and managing forestry practices. Forestry References: Two locations or customer references where technical service has been provided that verified employee's experience and proficiency in planning, designing, installation/layout, and checkout of Forestry practices have been verified by NRCS.	NONE
391	EXAMPLE Riparian Forest Buffer	yes		Forestry Education: BS in Forestry plus 2 years experience and knowledge in planning, design, layout, and managing forestry practices.	1. Must complete the Conservation Planning NRCS Training Modules 1-5 of the NRCS Conservation Planning course. 2. Must have two Forestry References where technical service has been provided that verified employee's experience and proficiency planning, designing, installation/layout, and checkout of Forestry practices verified by NRCS.
	Conservation Planning				
322	Channel Bank Vegetation				
317	Composting Facility (ecological component)				
328	Conservation Crop Rotation				
332	Contour Buffer Strip				
330	Contour Farming				
331	Contour Orchard and Other Fruit Area				
340	Cover Crop				
589A	Cross Wind Ridges				
589C	Cross Wind Trap Strips				
324	Deep Tillage				
386	Field Border				
393	Filter Strip				

601	Vegetative Barrier				
741	Grass Buffer Strips				
609	Surface Roughening				
412	Grassed Waterway (ecological component)				
449	Irrigation Water Management (ecological component)				
484	Mulching				
603	Herbaceous Wind Barriers				
590	Nutrient Management (Organic)				
	Nutrient Management (Inorganic)				
595	Pest Management				
777	Residue Management, Direct Seed				
329B	Residue Management, Mulch Till				
329A	Residue Management, No-Till & Strip Till				
329C	Residue Management, Ridge Till				
344	Residue Management, Seasonal				
585	Stripcropping, Contour				
633	Waste Utilization (ecological component)				
635	Waste Treatment Strip (ecological component)				
Biology					
395	Stream Habitat Improvement and Management				
396	Fish Passage (biological component)				
656	Constructed Wetland				
657	Wetland Restoration (biological component)				
658	Wetland Creation (biological component)				
659	Wetland Enhancement (biological component)				
645	Wildlife Upland Habitat Management				
643	Restoration and Management of Rare and Declining Habitats				
644	Wildlife Wetland Habitat Management				
646	Shallow Water Management for Wildlife				
648	Wildlife Watering Facility				
647	Early Successional Habitat Management & Development				

390	Riparian Herbaceous Buffer				
422	Hedgerow Planting				
Forestry					
380	Windbreak/Shelterbelt Establishment				
650	Wind/Shelterbelt Renovation				
311	Alley Cropping				
612	Tree/Shrub Establishment				
660	Tree/Shrub Pruning				
472	Use Exclusion				
391	Riparian Forest Buffer				
655	Forest Trails & Landings				
490	Forest Site Preparation				
562	Recreation Area Improvement (ecological component)				
666	Forest Stand Improvement				
394	Firebreak				
Lands					
575	Animal Trails and Walkways				
314	Brush Management				
327	Conservation Cover				
382	Fence				
548	Grazing Land Mechanical Treatment				
528	Prescribed Grazing				
550	Range Planting				
511	Forage Harvest Management				
512	Pasture Planting				
Materials					
342	Critical Area Planting (ecological component)				
453	Land Reclamation, Landslide (ecological component)				

District Manager: _____ Date:_____

District Chair: _____ Date:_____

Received by Washington State Conservation Commission (date) _____

Washington Conservation Commission Technical Certification

Category: Forestry/Agroforestry

Option: Forestry Option 1 -Certification

1. Modules 1-5 of NRCS Conservation Planning course, self-paced, Internet: http://www.nedc.nrcs.usda.gov/catalog/consplan.html.
2. Be certified by a Forestry or related professional organization.

Option: Forestry Option 2 -Experience

1. Two customer references/locations where technical service provided verifies experience and proficiency in planning, designing, installation/layout, and checkout of practices associated with this category.
2. 5 years experience and knowledge in planning, design, layout, inspection, or managing practices associated with this category.
3. Modules 1-5 of NRCS Conservation Planning course, self-paced, Internet: http://www.nedc.nrcs.usda.gov/catalog/consplan.html.

Option: Forestry Option 3 -Education

1. Modules 1-5 of NRCS Conservation Planning course, self-paced, Internet: http://www.nedc.nrcs.usda.gov/catalog/consplan.html.
2. 1 year experience in planning, design, installation/layout, and checkout of practices associated with this category.
3. Bachelor or higher level degree in forestry or related plant science.
4. Two customer references/locations where technical service provided verifies experience and proficiency in planning, designing, installation/layout, and checkout of practices associated with this category.

Category Practices Alley Cropping (311), Forest Site Preparation (490), Forest Stand Improvement (666), Tree/Shrub Establishment (612), Tree/Shrub Pruning (660), Use Exclusion (472), Windbreak/Shelterbelt Establishment (380), Windbreak/Shelterbelt Renovation (650)

Category: Grazing/Forages

Option: Grazing Option 1 -SRM Certification

1. Current certification as Certified Range Management Consultant by Society for Range Management (SRM).

Option: Grazing Option 2 -Ag Certification

1. Current certification by an agronomic or related professional organization.
2. Modules 1-5 of NRCS Conservation Planning course, self-paced, Internet: http://www.nedc.nrcs.usda.gov/catalog/consplan.html.

Option: Grazing Option 3 -Experience

1. Modules 1-5 of NRCS Conservation Planning course, self-paced, Internet: http://www.nedc.nrcs.usda.gov/catalog/consplan.html.
2. Two customer references/locations where technical service provided verifies experience and proficiency in planning, designing, installation/layout, and checkout of practices associated with this category.
3. 5 years experience and knowledge in planning, design, layout, inspection, or managing practices associated with this category.

Option: Grazing Option 4 Education

1. 1 year experience in planning, design, installation/layout, and checkout of practices associated with this category.
2. Modules 1-5 of NRCS Conservation Planning course, self-paced, Internet: http://www.nedc.nrcs.usda.gov/catalog/consplan.html.
3. Bachelor or higher level degree in agronomy, agriculture, or other plant science.
4. Two customer references/locations where technical service provided verifies experience and proficiency in planning, designing, installation/layout, and checkout of practices associated with this category.

Option: Grazing Option 5 -NAICC Certification

1. Crop Certification through the National Alliance of Independent Crop Consultants (NAICC).
2. 1 year experience in planning, design, installation/layout, and checkout of practices associated with this category.
3. Modules 1-5 of NRCS Conservation Planning course, self-paced, Internet: http://www.nedc.nrcs.usda.gov/catalog/consplan.html.
4. Experience and knowledge in planning, design, layout, inspection and certification of associated practices including any applicable Standards and Specifications.

Category Practices Animal Trails and Walkways (575), Brush Management (314), Fence (382), Forage Harvest Management (511), Grazing Land Mechanical Treatment (548), Heavy Use Area Protection (561), Pasture and Hay Planting (512), Prescribed Grazing (528), Range Planting (550), Upland Wildlife Habitat Management (645), Use Exclusion (472), Wetland Wildlife Habitat Management (644)

Category: Irrigation Water Management

Option: Irrigation Water Mgt Option 1 -IA Certification

1. Irrigation Association (IA) Certification: An Irrigation Association (IA), Certified Irrigation Designer (CID) – Agriculture: Drip/Micro, Sprinkler, or Surface; or an Irrigation Association (IA), Certified Agricultural Irrigation Specialist (CAIS).
2. Two customer references/locations where technical service provided verifies experience and proficiency in planning, designing, installation/layout, and checkout of practices associated with this category.

Option: Irrigation Water Mgt Option 2 -Ag Certification

1. Current certification by an agronomic or related professional organization.
2. Modules 1-5 of NRCS Conservation Planning course, self-paced, Internet: http://www.nedc.nrcs.usda.gov/catalog/consplan.html.
3. Two customer references/locations where technical service provided verifies experience and proficiency in planning, designing, installation/layout, and checkout of practices associated with this category.
4. 1 year experience in planning, design, installation/layout, and checkout of practices associated with this category.
5. Experience and knowledge in planning, design, layout, inspection and certification of associated practices including any applicable Standards and Specifications.

Option: Irrigation Water Mgt Option 3 -NAICC Certification

1. 1 year experience in planning, design, installation/layout, and checkout of practices associated with this category.
2. Two customer references/locations where technical service provided verifies experience and proficiency in planning, designing, installation/layout, and checkout of practices associated with this category.
3. Modules 1-5 of NRCS Conservation Planning course, self-paced, Internet: http://www.nedc.nrcs.usda.gov/catalog/consplan.html.
4. Experience and knowledge in planning, design, layout, inspection and certification of associated practices including any applicable Standards and Specifications.
5. Crop Certification through the National Alliance of Independent Crop Consultants (NAICC).

Option: Irrigation Water Mgt Option 4 -Education

1. 1 year experience in planning, design, installation/layout, and checkout of practices associated with this category.
2. Modules 1-5 of NRCS Conservation Planning course, self-paced, Internet: http://www.nedc.nrcs.usda.gov/catalog/consplan.html.
3. Bachelor or higher level degree in agronomy, agriculture, or other plant science.
4. Two customer references/locations where technical service provided verifies experience and proficiency in planning, designing, installation/layout, and checkout of practices associated with this category.

Option: Irrigation Water Mgt Option 5 -Experience

1. Modules 1-5 of NRCS Conservation Planning course, self-paced, Internet: http://www.nedc.nrcs.usda.gov/catalog/consplan.html.
2. 5 years experience and knowledge in planning, design, layout, inspection, or managing practices associated with this category.
3. Two customer references/locations where technical service provided verifies experience and proficiency in planning, designing, installation/layout, and checkout of practices associated with this category.

Category Practices Irrigation Water Management (449)

Category: Land Treatment -Buffer

Option: Buffer Option 1 -Ag Certification

1. Modules 1-5 of NRCS Conservation Planning course, self-paced, Internet: http://www.nedc.nrcs.usda.gov/catalog/consplan.html.
2. Current certification by an agronomic or related professional organization.

Option: Buffer Option 2 -Experience

1. Two customer references/locations where technical service provided verifies experience and proficiency in planning, designing, installation/layout, and checkout of practices associated with this category.
2. 5 years experience and knowledge in planning, design, layout, inspection, or managing practices associated with this category.
3. Modules 1-5 of NRCS Conservation Planning course, self-paced, Internet: http://www.nedc.nrcs.usda.gov/catalog/consplan.html.

Option: Buffer Option 3 -Education

1. 1 year experience in planning, design, installation/layout, and checkout of practices associated with this category.
2. Bachelor or higher level degree in agronomy, agriculture, or other plant science.
3. Two customer references/locations where technical service provided verifies experience and proficiency in planning, designing, installation/layout, and checkout of practices associated with this category.
4. Modules 1-5 of NRCS Conservation Planning course, self-paced, Internet: http://www.nedc.nrcs.usda.gov/catalog/consplan.html.

Option: Buffer Option 4 -NAICC Certification

1. Modules 1-5 of NRCS Conservation Planning course, self-paced, Internet: http://www.nedc.nrcs.usda.gov/catalog/consplan.html.
2. Crop Certification through the National Alliance of Independent Crop Consultants (NAICC).
3. Proficient in the use of applicable erosion prediction tools (RUSLE2 and/or WEQ).
4. 1 year experience in planning, design, installation/layout, and checkout of practices associated with this category.
5. Two customer references/locations where technical service provided verifies experience and proficiency in planning, designing, installation/layout, and checkout of practices associated with this category.
6. Experience and knowledge in planning, design, layout, inspection and certification of associated practices including any applicable Standards and Specifications.

Category Practices Contour Buffer Strips (332), Cross Wind Trap Strips (589C), Field Border (386), Filter Strip (393), Hedgerow Planting (422), Herbaceous Wind Barriers (603), Riparian Forest Buffer (391), Riparian Herbaceous Cover (390), Vegetative Barrier (601)

Category: Land Treatment -Tillage and Erosion

Option: Tillage Option 1 -CCA

1 Certification from the American Society of Agronomy (ASA): Crop Advisor, Agronomist, Crop Scientist, Plant Pathologist, Certified Professional Plant Pathologist

Option: Tillage Option 5 -Certification

1 Current certification by an agronomic or related professional organization.

2 Modules 1-5 of NRCS Conservation Planning course, self-paced, Internet: http://www.nedc.nrcs.usda.gov/catalog/consplan.html.

Option: Tillage Option 6 -Experience

1 Modules 1-5 of NRCS Conservation Planning course, self-paced, Internet: http://www.nedc.nrcs.usda.gov/catalog/consplan.html.

2 5 years experience and knowledge in planning, design, layout, inspection, or managing practices associated with this category.

3 Two customer references/locations where technical service provided verifies experience and proficiency in planning, designing, installation/layout, and checkout of practices associated with this category.

Option: Tillage Option 7 -Education

1 Two customer references/locations where technical service provided verifies experience and proficiency in planning, designing, installation/layout, and checkout of practices associated with this category.

2 Modules 1-5 of NRCS Conservation Planning course, self-paced, Internet: http://www.nedc.nrcs.usda.gov/catalog/consplan.html.

3 1 year experience in planning, design, installation/layout, and checkout of practices associated with this category.

4 Bachelor or higher level degree in agronomy, agriculture, or other plant science.

Option: Tillage Option 8 -NAICC Certification

1 Proficient in the use of applicable erosion prediction tools (RUSLE2 and/or WEQ).

2 Crop Certification through the National Alliance of Independent Crop Consultants (NAICC).

3 Experience and knowledge in planning, design, layout, inspection and certification of associated practices including any applicable Standards and Specifications.

4 Two customer references/locations where technical service provided verifies experience and proficiency in planning, designing, installation/layout, and checkout of practices associated with this category.

5 1 year experience in planning, design, installation/layout, and checkout of practices associated with this category.

6 Modules 1-5 of NRCS Conservation Planning course, self-paced, Internet: http://www.nedc.nrcs.usda.gov/catalog/consplan.html.

Category Practices Conservation Crop Rotation (328), Contour Farming (330), Contour Orchard and Other Fruit Area (331), Cross Wind Ridges (589A), Deep Tillage (324), Residue Management, Mulch Till (329B), Residue Management, No-Till/Strip Till (329A), Residue Management, Ridge Till (329C), Residue Management, Seasonal (344), Stripcropping (585)

Category: Land Treatment -Vegetative Land Stabilization

Option: Vegetative Option 1 -Certification

1. Modules 1-5 of NRCS Conservation Planning course, self-paced, Internet: http://www.nedc.nrcs.usda.gov/catalog/consplan.html.
2. Current certification by an agronomic or related professional organization.

Option: Vegetative Option 2 -Experience

1. 5 years experience and knowledge in planning, design, layout, inspection, or managing practices associated with this category.
2. Two customer references/locations where technical service provided verifies experience and proficiency in planning, designing, installation/layout, and checkout of practices associated with this category.
3. Modules 1-5 of NRCS Conservation Planning course, self-paced, Internet: http://www.nedc.nrcs.usda.gov/catalog/consplan.html.

Option: Vegetative Option 3 -Education

1. Bachelor or higher level degree in agronomy, agriculture, or other plant science.
2. Two customer references/locations where technical service provided verifies experience and proficiency in planning, designing, installation/layout, and checkout of practices associated with this category.
3. 1 year experience in planning, design, installation/layout, and checkout of practices associated with this category.
4. Modules 1-5 of NRCS Conservation Planning course, self-paced, Internet: http://www.nedc.nrcs.usda.gov/catalog/consplan.html.

Option: Vegetative Option 4 -NAICC Certification

1. Experience and knowledge in planning, design, layout, inspection and certification of associated practices including any applicable Standards and Specifications.
2. 1 year experience in planning, design, installation/layout, and checkout of practices associated with this category.
3. Two customer references/locations where technical service provided verifies experience and proficiency in planning, designing, installation/layout, and checkout of practices associated with this category.
4. Crop Certification through the National Alliance of Independent Crop Consultants (NAICC).
5. Modules 1-5 of NRCS Conservation Planning course, self-paced, Internet: http://www.nedc.nrcs.usda.gov/catalog/consplan.html.
6. Proficient in the use of applicable erosion prediction tools (RUSLE2 and/or WEQ).

Category Practices Channel Bank Vegetation (322), Conservation Cover (327), Cover Crop (340), Mulching (484)

Category: Nutrient Management -Organic and Inorganic

Option: Nutrient Mgt Option 1 -CCA

1. Certification from the American Society of Agronomy (ASA): Crop Advisor, Agronomist, Crop Scientist, Plant Pathologist, Certified Professional Plant Pathologist
2. State certification in the state(s) in which service will be provided when required by state regulation or policy.

Option: Nutrient Mgt Option 10 -NAICC Certification

1. Modules 1-5 of NRCS Conservation Planning course, self-paced, Internet: http://www.nedc.nrcs.usda.gov/catalog/consplan.html.
2. Crop Certification through the National Alliance of Independent Crop Consultants (NAICC).
3. State certification in the state(s) in which service will be provided when required by state regulation or policy.
4. Proficient in the use of erosion prediction and nutrient transport risk assessment tools (including Leaching Index, Phosphorus Index, RUSLE2, and WEQ).
5. Successfully complete modules 1 -7 of the Nutrient track of the NRCS course Nutrient and Pest Management Considerations in Conservation Planning.
6. Two customer references/locations where technical service provided verifies experience and proficiency in planning, designing, installation/layout, and checkout of practices associated with this category.

Option: Nutrient Mgt Option 6 -Education

1. Successfully complete modules 1 -7 of the Nutrient track of the NRCS course Nutrient and Pest Management Considerations in Conservation Planning.
2. Two customer references/locations where technical service provided verifies experience and proficiency in planning, designing, installation/layout, and checkout of practices associated with this category.
3. State certification in the state(s) in which service will be provided when required by state regulation or policy.
4. Modules 1-5 of NRCS Conservation Planning course, self-paced, Internet: http://www.nedc.nrcs.usda.gov/catalog/consplan.html.
5. BS degree in agronomy, soil science, crop science, horticulture, or related fields in nutrient management.
6. Proficient in the use of erosion prediction and nutrient transport risk assessment tools (including Leaching Index, Phosphorus Index, RUSLE2, and WEQ).

Option: Nutrient Mgt Option 7 -Experience

1. Three years experience within the last five years in the field of nutrient management planning.
2. State certification in the state(s) in which service will be provided when required by state regulation or policy.
3. Proficient in the use of erosion prediction and nutrient transport risk assessment tools (including Leaching Index, Phosphorus Index, RUSLE2, and WEQ).
4. Successfully complete modules 1 -7 of the Nutrient track of the NRCS course Nutrient and Pest Management Considerations in Conservation Planning.
5. Two customer references/locations where technical service provided verifies experience and proficiency in planning, designing, installation/layout, and checkout of practices associated with this category.
6. Modules 1-5 of NRCS Conservation Planning course, self-paced, Internet: http://www.nedc.nrcs.usda.gov/catalog/consplan.html.

Category Practices Nutrient Management (590), Waste Utilization (633)

Category: Pest Management

Option: Pest Mgt Option 1 -CCA

1 Certification from the American Society of Agronomy (ASA): Crop Advisor, Agronomist, Crop Scientist, Plant Pathologist, Certified Professional Plant Pathologist

Option: Pest Mgt Option 5 -State License

1 Modules 1-5 of NRCS Conservation Planning course, self-paced, Internet: http://www.nedc.nrcs.usda.gov/catalog/consplan.html.

2 Current state Pest Mgt applicator license where required by state.

3 Successfully complete modules 1-7 of the Pest Management track of NRCS course Nutrient and Pest Management Considerations in Conservation Planning.

Option: Pest Mgt Option 6 -NAICC Certification

1 Crop Certification through the National Alliance of Independent Crop Consultants (NAICC).

2 Current state Pest Mgt applicator license where required by state.

3 Modules 1-5 of NRCS Conservation Planning course, self-paced, Internet: http://www.nedc.nrcs.usda.gov/catalog/consplan.html.

4 Successfully complete modules 1-7 of the Pest Management track of NRCS course Nutrient and Pest Management Considerations in Conservation Planning.

5 Proficient in the use of applicable erosion prediction and pest management risk assessment tools (RUSLE2 and/or WEQ, Win PST).

Category Practices Pest Management (595)

Category: Wildlife and Fisheries

Option: Wildlife and Fisheries Option 1 -Wildlife Biologist

1. Be a certified wildlife biologist by The Wildlife Society.
2. Two customer references/locations where technical service provided verifies experience and proficiency in planning, designing, installation/layout, and checkout of practices associated with this category.
3. Modules 1-5 of NRCS Conservation Planning course, self-paced, Internet: http://www.nedc.nrcs.usda.gov/catalog/consplan.html.
4. 1 year experience in planning, design, installation/layout, and checkout of practices associated with this category.

Option: Wildlife and Fisheries Option 2 -Fisheries Biologist

1. Be a certified fisheries biologist by the American Fisheries Society.
2. Modules 1-5 of NRCS Conservation Planning course, self-paced, Internet: http://www.nedc.nrcs.usda.gov/catalog/consplan.html.
3. 1 year experience in planning, design, installation/layout, and checkout of practices associated with this category.
4. Two customer references/locations where technical service provided verifies experience and proficiency in planning, designing, installation/layout, and checkout of practices associated with this category.

Option: Wildlife and Fisheries Option 3 -Education

1. Modules 1-5 of NRCS Conservation Planning course, self-paced, Internet: http://www.nedc.nrcs.usda.gov/catalog/consplan.html.
2. Bachelor or higher level degree in wildlife management, fisheries science, or other related sciences.
3. 2 years experience in planning, design, installation/layout, and checkout of practices associated with this category.
4. Two customer references/locations where technical service provided verifies experience and proficiency in planning, designing, installation/layout, and checkout of practices associated with this category.

Category Practices Early Successional Habitat Development/Management (647), Hedgerow Planting (422), Restoration and Management of Declining Habitats (643), Upland Wildlife Habitat Management (645), Wetland Wildlife Habitat Management (644)